

Mentoring for Employee Success

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“Your workshop contributed greatly to meeting our goals by giving participants an opportunity to develop a common understanding about the mentoring process and by providing further opportunities for them to talk to each other about key concepts presented during the session.”

“I helped people in the past, but now I have an actual blueprint for success. I feel like I have some real training now.”

DESCRIPTION:

Organizations invest heavily in the training and development of their people. Mentoring is an effective way to promote employee growth and development and is an effective method for accelerating learning, fast-tracking leadership, improving retention, elevating morale, strengthening recruitment and promoting diversity. Managers who want to mentor their employees need to understand the key components of mentoring, and how mentoring differs from coaching and other supervisory activities. Mentors need to enhance their personal mentoring skills in order to achieve the best results with their staff.

At the end of this one-day course, the participant will:

1. Understand the purpose and key concepts of mentoring
2. Identify their personal learning style and the role of learning in the mentoring relationship
3. Recognize the four predictable phases in the mentoring cycle
4. Know how to assist Mentees in goal setting and increase employee accountability
5. Learn the common stumbling blocks in a mentoring relationship and how to avoid them
6. Utilize a feedback model to assist in the Mentee’s growth and development

KEY FEATURES:

- A model and a roadmap for facilitating mentoring relationships
- Over 20 tools provided in The Mentor’s Guide
- Participant guide with exercises for self-reflection and enhanced mentoring practice
- Customized case studies and experiential exercises, including role play and focused dialogue
- Best practices
- Guidelines for building and strengthening relationships
- Assessments
- Opportunities to personalize the learning
- A copy of The Mentor’s Guide
- Laminate of Mentoring Model and Best Practice Mentoring Tips

TARGET AUDIENCE:

- Anyone responsible for the growth and development of others
- Mentors who want to improve their mentoring skills and deepen their mentoring competency

SIZE OF AUDIENCE: Up to 30